

**BRICKLAYER AGREEMENT MAINLAND NOVA SCOTIA
A COLLECTIVE LABOUR AGREEMENT
2026- 2030**

BETWEEN:

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED
(hereinafter referred to as the “CLRA”)

On behalf of each of its members as outlined under Appendix “A” hereof, or future members who have or will authorize the CLRA to negotiate and conclude a Collective Agreement on their behalf and all other unionized employers who are bound by this Agreement through accreditation

260 Brownlow Avenue, Unit No. 1
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&

**INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL 1, NOVA SCOTIA**
(hereinafter referred to as the “Union”)

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Definitions of terms required for interpretation of this Agreement are shown in Schedule “A” attached hereto and forming part hereof

THIS AGREEMENT dated at Dartmouth, NS on this 9th day of September, 2026

EFFECTIVE DATE: June 4, 2026
EXPIRATION DATE: April 30, 2030

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ARTICLE 1 – PURPOSE

- 1.01 The purpose of this Agreement is to establish terms and conditions of employment for the Industrial and Commercial sector of the construction industry.
- 1.02 Recognize that future developments may be such as to make changes in the terms and conditions of employment desirable, the parties intend that every term and condition contained within this Collective Agreement may be amended upon the agreement of the Parties.

ARTICLE 1A – MAJOR INDUSTRIAL PROJECTS

DEFINITIONS

- 1A.01 (A) **Major Industrial Projects** shall be defined as the initial construction, or major expansion or renovation of the facilities listed below, where the initial construction or the major expansion or renovation has a total construction value (labour hours, materials and equipment) in excess of Sixty Million Dollars (\$60,000,000.00). Upon request of the Union, contractors will notify Union of the overall project value if such information is available.
1. Heavy water plants
 2. Oil and gas refineries
 3. Pulp mills
 4. Petro-chemical plants
 5. Automobile manufacturing plants
 6. Rubber plants (such as Michelin)
 7. Steel mills
 8. Metal producing facilities
 9. Power generating projects
 10. Ore reduction plants and Smelters
 11. Hydrogen plants
- (B) **Shutdowns** shall be defined as work taking place on an industrial site when it is necessary to halt or reduce production in order for the work to take place.
- (C) **Refractory** work shall be defined as the new installation or repair of refractory work on an industrial site.
- 1A.02 The parties may meet and agree to different terms and conditions to apply on a given project falling under Article 1A should special conditions so require.

**1A.03 WORKING CONDITIONS FOR MAJOR INDUSTRIAL PROJECTS,
SHUTDOWNS AND REFRACTORY WORK AS DEFINED IN
ARTICLE 1A.01 (A), (B) AND (C):**

- (i) When overtime is worked, the first two (2) hours of overtime, Monday to Friday inclusive, shall be paid for at one and one half times (1 ½ x) the prevailing rate. Thereafter, double time (2 x) shall be paid for all overtime hours including all hours worked on Saturday, Sundays and Holidays. Overtime pay is not applicable to make-up time. When two Designated Holidays fall within the same week, then overtime shall be calculated after twenty-four (24) hours for that week.
- (ii) For jobs that do not fall under the definition of shutdown, refractory work or major industrial projects, the working conditions shall be set forth in Article 20 Hours of Work and Overtime, and Article 23 & 24 Travel.

1A.04 The Parties recognize that in a major project, the CLRA, the employer, and the Unions have mutual interest in the rules governing the performance of the work on the site. It is agreed that Site Rules & Regulations will be prepared and distributed among the employees on the job, by the employer, provided such rules do not conflict or contravene terms of this Agreement.

It is agreed by the Union, that all employees covered by this Agreement shall be made aware of these Site Rules & Regulations by the employer at the time of their hire and that they shall be bound by them through out the duration of their employment.

It is further agreed that violations of these Site Rules & Regulations is just cause for the disciplinary action as specified in the Site Rules.

Site Rules, if used, shall be included in any mark-up meeting held under this Agreement and each employee shall be given a copy of these Site Rules & Regulations to read and sign upon hiring.

1A.05 The Parties agree that in the event that there is a strike or lock-out in the Commercial or Industrial sector of the construction industry in the Province during the duration of the Major Project, the strike or lock-out shall not affect the Major Project and the employer shall continue to be entitled to hire and lay off workers under the Agreement in accordance with the normal practices as determined by the staffing requirements of the work in progress, on the site, but there shall be no coordinated layoffs, terminations, separations, resignations or rehiring by the Union or the employer in order to circumvent the consequence of any strike or lock-out that may take place outside the Project site.

**ARTICLE 1B - COMMERCIAL/INSTITUTIONAL AND RESIDENTIAL
NEW CONSTRUCTION OVER
ONE HUNDRED SIXTY-ONE THOUSAND DOLLARS (\$161,000)
BRICKLAYER/MASONRY VALUE CONSTRUCTION
(LABOUR HOURS AND MATERIALS)**

- 1B.01 Commercial/Institutional (New) shall be described as work within the Scope of Work Clause of the Standard Agreement on new or renovation projects as described herein:
- (a) Stores, office buildings, schools, restaurants, law courts, filling stations, garages, hotels, banks, business offices, insurance agencies, theatres, municipal office buildings, fire stations, dairies, dry cleaners, car lots, markets, barber and beauty shops, health centres, hospitals, printing offices, depots, churches, swimming pools, recreation centres, bowling alleys, places of amusement, first aid stations, correctional facilities, funeral homes, shopping centres and other like structures or buildings not of an industrial or residential nature. This does not include offices, etc. located within plants or facilities of an industrial nature.
- 1B.02 Rates for work performed under Article 1B shall be those set out in Appendix “B” herein.

**ARTICLE 1C - LIGHT COMMERCIAL, INSTITUTIONAL AND
RESIDENTIAL CONSTRUCTION LESS THAN
ONE HUNDRED SIXTY-ONE THOUSAND DOLLARS (\$161,000)
BRICKLAYER/MASONRY VALUE CONSTRUCTION
(LABOUR HOURS AND MATERIALS)**

The rates and conditions under this category shall apply to Light Commercial, Institutional and Residential Construction Jobs which have an original accepted tender amount of less than one hundred and sixty-one thousand dollars (\$161,000.00), Bricklayer/Masonry value construction, labour hours, and materials. This amount shall be adjusted in accordance with the Consumer Price Index as reported by Statistics Canada upon expiry of the Agreement. All unionized employees working on jobs defined in this Article shall receive the benefit contributions under this Agreement in addition to the basic hourly rate. The employer agrees to provide the Union with the accepted tender amount.

This Article shall apply to the defined jobs less than one hundred and sixty-one thousand dollars (\$161,000.00) set out above:

- 1) **Residential less than one hundred and sixty-one thousand dollars (\$161,000.00):**
Residential shall be defined as single and semi-detached houses, row houses, town houses, low-rise and high-rise apartments, motels or similar structures and shall include underground parking and recreation facilities where such facilities are for the exclusive use of the residence.
- 2) **Commercial, Institutional less than one hundred and sixty-one thousand dollars (\$161,000.00):**
Stores, office buildings, schools, restaurants, law courts, filling stations, garages, hotels, banks, business offices, insurance agencies, theatres, municipal office buildings, fire stations, dairies, dry cleaners, car lots, markets, barber and beauty shops, health centres, hospitals, printing offices, depots, churches, swimming pools, recreation centres, bowling alleys, places of amusement, first aid stations, correctional facilities, funeral homes, shopping centres and other like structures or buildings not of an industrial or residential nature. This does not include offices, etc. located within plants or facilities of an industrial nature.
- 3) **Working conditions for Article 1C shall be as set out in Article 19A. Rates shall be as set out in Appendix "C".**

ARTICLE 2 – FUNCTION OF THE UNION

- 2.01 The Union represents that it has complete and final authority to bargain with the employer on behalf of the employees whom it represents, and to administer this Agreement and settle any matters of dispute, which may arise between the employer and the Union.

ARTICLE 3 - RECOGNITION

- 3.01 The employer and CLRA recognizes the Union as the sole collective bargaining agent for journeypersons and apprentice bricklayers, stonemasons, cement or concrete block layers in the construction industry within the territorial jurisdiction of the Union Local #1.
- 3.02 The Union agrees to recognize the CLRA as the exclusive bargaining agent for its members designated herein and other unionized employers of the trade covered by Accreditation Order No. L.R.B. 392C dated January 29, 1976, covering Mainland Nova Scotia.
- 3.03 The employer recognizes that the Union jurisdiction is claimed to include journeyperson bricklayers, all air barrier and insulation in the cavity wall, fire brick refractory workers, stone masons, miscellaneous helpers, pointers, caulkers, cleaners, cement or concrete block layers, brick pavers, (apprentices and improvers in all branches of the industry) within the Mainland of Nova Scotia, for whom the Union is authorized to bargain, or whom it contemplates employing in such capacities within the said Province.
- 3.04 In order to bind non-CLRA employers to the provisions of this Agreement, the Union will file any Letter of Agreement/Recognition with the Minister of Labour in accordance with Section 28 of the *Trade Union Act* and copy of the Association with same. Such employers are required to sign a compliance agreement.

ARTICLE 4 - DISCRIMINATION

- 4.01 The Parties hereby recognize and acknowledge their obligations and responsibilities pursuant to the Human Rights Act of Nova Scotia.
- 4.02 The Employer shall not discriminate against any employee by reason of their membership in the Union and/or their participation in its lawful activity.

ARTICLE 5 – UNION SECURITY

- 5.01 The employer agrees that it shall be a condition of employment for all employees employed in the trade as outlined in this Collective Agreement to be a member of and maintain membership in good standing in the International Union of Bricklayers and Allied Craftworkers.
- 5.02 The Union will cooperate with the employer in providing employment for their members and the Union agrees to assist the employer by all means in its power to secure and supply skilled and competent craftworkers.
- 5.03 When an employer hires an employee in the trade, they shall be informed by the employer that it is a condition of their employment that, unless otherwise provided for in writing by the Union, they shall make an application to become a member of the Local Union within seven (7) working days from the date of their employment.
- 5.04 It is agreed that tradespersons and other employees covered by this Agreement shall work for only one (1) contractor at any one time and shall not perform additional work while in the employ of such contractor. Employees violating this shall be disciplined by the Union and/or the employer as provided in Article 7 herein.
- 5.05 Any employee who is not put to work may request a layoff and Record of Employment for shortage of work from their employer.
- 5.06 It is agreed that the employer and the union affected may agree on different provisions than those contained herein on hours of work and wage rates so as to increase the competitive position of unionized employers in residential work.
- 5.07 The employer will cooperate with the Union in providing employment of their members, and the Union agrees to assist the employer by all means in its power to secure and supply skilled and competent craftworkers. If any employee is engaged by the employer, they shall be informed by the employer that it is a condition of employment that, unless otherwise provided for in the Agreement they shall make application pursuant to Article 5.03 and shall become a member of the Local Union within seven (7) working days from the date of their employment, except for Probationary Workers who shall make application after thirty (30) days of employment.
- 5.08 If the Local Union does not supply sufficient qualified and competent tradespersons within forty-eight (48) hours or two (2) working days, then the employer may secure workers from any available source subject to the provisions of Article 3.
- 5.09 All Union members who report to work must furnish a Union referral slip (attached in Appendix “D”) within ten (10) working days of starting work. The Union, when requested, may fax referral slips directly to the employers’ offices.

- 5.10 All employees being hired by the employer shall obtain a referral slip from the Union.
- 5.11 In the old Local 3 territorial jurisdiction, there shall be fifty percent (50%) local area hires (name hire) until such time as the local list is exhausted. Old Local 3 consists of Colchester County, Cumberland County, Pictou County, Antigonish County and Guysborough County.

ARTICLE 6 – MANAGEMENT RIGHTS

- 6.01 The Union agrees that the employer has the exclusive right to manage the business and to exercise such right without any restrictions save and except as are specifically set out in this Agreement.
- 6.02 Without restricting the generality of the foregoing, it is agreed that it is the exclusive function of the employer:
- (a) To determine qualifications of employees, to transfer, hire, assign work, promote, demote, layoff, discipline and discharge employees for just cause, and to increase or decrease the working force from time to time.
 - (b) To determine materials to be used, design of projects, facilities and equipment required, to prescribe tools, methods of performing work and the location of equipment and the scheduling of work.
 - (c) To establish rules and regulations to be observed by employees governing their conduct as such and the posting and notifying the Union of such rules and regulations thereof.
- 6.03 The employer recognizes that the Union has recourse through the Grievance Procedure if it feels that the employer has exercised any of the foregoing contrary to the terms of this Agreement.

ARTICLE 7 – DISCIPLINE

7.01 The procedure in disciplining an employee shall be:

- (a) First Warning: Provide the employee with a verbal warning. The warning shall be recorded by the Employer and communicated to the employee and the Union.
- (b) Second Warning: Warn the employee in writing of the offence. Warning notice to be signed by the employee's Foreperson and Job Steward if a Job Steward has been assigned to the site (Steward to sign only as a witness that the warning was given). Copy of the warning notice shall be sent to the Union office.
- (c) Third Warning: A third warning calls for a suspension. The length of the suspension to be at Employer's discretion, but not to exceed one (1) week. Written notice of the suspension shall be sent to the Union office.
- (d) Any offence after suspension: Employee may be terminated at the discretion of the Employer. Written notice of termination shall be sent to the Union office.

7.02 The above progressive discipline procedure is not applicable to the following offences, which may be subject to immediate termination at the Employer's discretion:

- Intoxication
- Insubordination
- Theft
- Physical altercation on site
- Illegal work stoppages
- Failure to follow company safety policies where the conduct could endanger life or result in serious injury: fall protection, LOTO, confined space, aerial work platforms, adherence to hazardous material practices

7.03 No cellular telephones will be permitted to be used onsite by employees during working hours, except as explicitly authorized by the Employer. An employee shall not at any time, unless explicitly authorized by the Employer, using a cellular device, record any images or share, post or communicate information regarding a jobsite. Violations of this article shall be subject to the disciplinary procedure set out in Article 7.01.

7.04 Subject to site rules, Stewards may use cellular telephones on site in the course of their duties but shall not post any site images except as authorized by the Employer. If any employee is requested or required by the Employer to use their personal cellular telephone for work purposes, any additional user charges will be reimbursed by the Employer.

- 7.05 Any records of warnings or suspensions shall be removed from an employee's file if within twelve (12) months, there has not been any further discipline of the same or similar nature.

ARTICLE 8 – EMPLOYER SECURITY

- 8.01 The Union agrees that employee members of the Union shall only work for one (1) unionized contractor at any one time and shall not perform any additional work while in the employ of such contractor. employees violating this shall be disciplined according to the Bylaws of Local 1, I.U.B.A.C.
- 8.02 Union members shall not work for any non-unionized employer unless it is as part of an organizing campaign. Members in breach of this provision shall be liable to a fine of not less than \$250.00 for each day worked based on a decision by the trial committee.
- 8.03 The Union shall notify the CLRA if there is an organizing campaign.
- 8.04 Fines levied pursuant to Article 8.02 shall be payable to the Nova Scotia Construction Labour Relations Association Limited.

ARTICLE 9 – JURISDICTION OF THE AGREEMENT

- 9.01 This Agreement covers all restoration and installation of masonry and refractory work in the construction industry and work utilising material to replace masonry in the territorial jurisdiction of the Union Local 1.
- 9.02 Special terms and conditions shall be agreed to for refractory work.

ARTICLE 10 – UNION REPRESENTATIVE, BUSINESS AGENT, JOB STEWARD

- 10.01 It is agreed that the Business Representative and the International Representative of the Union may make arrangements with both the Superintendent and owner in order to obtain access to any project to deal with any complaint or grievance which may arise, or to conduct normal Union business with Union members on the job, provided that such visits do not interfere with the work of the project. The Union may appoint a Job Steward from the employees regularly working on the job. The appointment of such Job Steward will be discussed with the Job Superintendent and consideration given to their recommendations with respect to the employees being considered. The Union will notify the employer in writing of the name of the Job Steward appointed. It will be the duty of the Job Steward to protect the interests of the Union and the employer and to assist in the processing of grievances.
- 10.02 The Job Steward, if feasible and fair, shall work all overtime. They shall not suffer any discrimination or punitive measures for representing the employees and expressing their wishes. They shall have permission of the employer to endeavour to settle grievances during their normal working day without loss of pay.

ARTICLE 11 – JOINT CONFERENCE BOARD

- 11.01 A board, consisting of two (2) members from each Party of this Agreement, shall be set up within one (1) month from the signing of this Agreement and, if necessary, shall meet quarterly thereafter, or more frequently if deemed necessary.
- 11.02 The purpose of these meetings is to provide an exchange of ideas and opinions so that the purpose of this Agreement may be more easily achieved.

ARTICLE 12 – STRIKES AND LOCKOUTS

- 12.01 The Union and employees agree that there will be no strike or other collective action which will interfere with, or stop, the efficient operation of construction work of the employer for the duration of this Agreement.
- 12.02 The employer agrees that there will not be any lockout of employees during the tem of this Agreement.

ARTICLE 13 – GRIEVANCE PROCEDURE AND ARBITRATION

- 13.01 The Parties being aware of the high cost of Arbitration agree that they may wish to utilize professional Alternative Dispute Resolution Procedures as are available through the Province of Nova Scotia or from other sources. Both Parties agree to use their best efforts to implement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.
- 13.02 Failing settlement, the grievance may then be settled in a manner provided by Section 107 of the *Trade Union Act*, Chapter 45, R.S.N.S. 1989, as amended.

ARTICLE 14 – SAFETY

- 14.01 In cooperation with the employer's overall program of safety programme, it is expected that the Job Stewards will report to the Foreperson for immediate corrective action any unsafe conditions, unsafe acts or violations of standard safety regulations or the applicable Nova Scotia Occupational Health & Safety Act and other applicable legislation.
- 14.02 Every employee shall, as a condition of employment, be required to own and wear a safety helmet of an approved type. Helmets may be purchased from contractors at cost. If a contractor requires a safety helmet beyond a provincially-approved standard, the contractor will supply such helmet.
- 14.03 Every employee shall, as a condition of employment, own and wear suitable protective footwear and other personal equipment required by the Occupational Health and Safety Act Regulations, and by the Employer's Safety Programme. This does not include special protective clothing where an employee is required to work under abnormal conditions or during inclement weather. Under such conditions the special protective clothing required shall be supplied by the contractor.
- 14.04 Every employee shall have current and valid training in the following minimum courses:
- WHMIS
 - Safety Orientation
 - Fall Arrest
 - First Aid (as required)
 - Confined Space (as required)
 - Man Lift (as required)
 - Respiratory Fit Testing (as required)
 - Masonry Specific Scaffolding i.e. Mast Climber (Operator as required)
 - Swing Stage

This training shall be provided under the Bricklayers Local 1 Training Fund.

- 14.05 The Union shall maintain a database of training certification held by Union members. Database information and proof of training shall be available to the employer upon request.

ARTICLE 15 – CLOTHING, SHELTER, TOOLS AND EQUIPMENT

- 15.01 Adequate locked quarters, heated when necessary, shall be provided for members of the Union to change clothes and eat lunch. Such quarters to be kept clean and no equipment shall be stored in said quarters while workers are on job. The Shop Steward shall have a key, which will be kept, in the office after working hours.
- 15.02 The employer shall provide the following items of equipment and/or clothing when weather and working conditions require their use:
- (a) oilskins/weather clothes;
 - (b) safety goggles and ear plugs;
 - (c) safety harnesses with proper safety lines. At option of employee, employee may own/supply own harness and lanyards.
 - (d) Inspections of the harnesses are the responsibility of the employer.
- 15.03 When a crane operator's view is obstructed, the employer will supply an employee who understands proper signals to direct the crane operator. The employee will be a member of the Union. Must comply with Nova Scotia Safety regulations.
- 15.04 Tools and equipment supplied by the employer shall be issued to an individual employee who shall sign for them and be financially responsible therefore until returned to the tool room and signed card returned to the employee.
- 15.05 Tools, materials and equipment can be unloaded during a strike and necessary arrangements made for the protection thereof. All tradespersons to have a complete set of hand tools to perform work for which they are hired.
- 15.06 Employees' tools, if stolen or burned while under the protection of the employer's lock and key, shall be replaced by the employer upon reasonable proof of loss.

ARTICLE 16 – JURISDICTIONAL DISPUTES

- 16.01 A mark-up meeting will be held on major projects with each contractor not later than the commencement of the contractor's work on all major projects and no assignments shall be made before this mark-up. Mark-up assignments shall also apply to all sub-contractors. If a jurisdictional dispute arises once the work has commenced, assignments will be made in accordance with procedures, rules and regulations of the National Joint Board Building Trades Department, A.F.L. & C.I.O. or its successor. The work assignment shall not be completed until a meeting on site has been convened with all Parties involved and until a subsequent meeting (not later than twenty-four (24) hours) has taken place, at which the contractor shall present the work assignment on paper to all parties.
- 16.02 In the event such jurisdictional dispute cannot be settled on a Local basis by the Unions involved, such dispute shall be submitted to the International Unions involved for settlement without permitting it to interfere in any way with the progress of the work at any time. In the event the dispute is not settled by the International Unions involved, it shall then be submitted to the National Joint Board for resolution. It is understood and agreed, however, that if the dispute causes any delay in the progress of the work or gives rise to an apprehended delay, any of the Parties hereto may apply to the Labour Relations Board (Nova Scotia) Construction Panel for an Interim Order under Section 52 of the *Trade Union Act*, Chapter 475, R.S.N.S. 1989, as amended.
- 16.03 The employer shall not be held responsible for any costs and damages arising out of any claims disputes or damages under this Article.

ARTICLE 17 – DESIGNATED HOLIDAYS

17.01 The following days shall be considered holidays:

New Year's Day	Victoria Day	National Day for Truth and Reconciliation
Heritage Day	Canada Day	Thanksgiving Day
Good Friday	Labour Day	Remembrance Day
		Boxing Day

17.02 If the employee is called out to work on Labour Day, they shall be paid at double their straight time rate of pay (2x). This includes pay for the holiday.

CALENDAR YEAR 2026	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
Canada Day	Wednesday July 1, 2026	Same
Labour Day	Monday September 7, 2026	Same
National Day for Truth and Reconciliation	Wednesday September 30, 2026	Same
Thanksgiving Day	Monday October 12, 2026	Same
Remembrance Day	Wednesday November 11, 2026	Same
Christmas Day	Friday December 25, 2026	Same
Boxing Day	Saturday December 26, 2026	Monday December 28, 2026
CALENDAR YEAR 2027	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
New Years Day	Friday January 1, 2027	Same
Heritage Day	Monday February 15, 2027	Same
Good Friday	Friday March 26, 2027	Same
Victoria Day	Monday May 24, 2027	Same
Canada Day	Thursday July 1, 2027	Same
Labour Day	Monday September 6, 2027	Same
National Day for Truth and Reconciliation	Thursday September 30, 2027	Same
Thanksgiving Day	Monday October 11, 2027	Same
Remembrance Day	Thursday November 11, 2027	Same
Christmas Day	Saturday December 25, 2027	Monday December 27, 2027
Boxing Day	Sunday December 26, 2027	Tuesday December 28, 2027

CALENDAR YEAR 2028	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Saturday	January 1, 2028	Monday January 3, 2028
Heritage Day	Monday	February 21, 2028	Same
Good Friday	Friday	April 14, 2028	Same
Victoria Day	Monday	May 22, 2028	Same
Canada Day	Saturday	July 1, 2028	Monday July 3, 2028
Labour Day	Monday	September 4, 2028	Same
National Day for Truth and Reconciliation	Saturday	September 30, 2028	Monday October 2, 2028
Thanksgiving Day	Monday	October 9, 2028	Same
Remembrance Day	Saturday	November 11, 2028	Monday November 13, 2028
Christmas Day	Monday	December 25, 2028	Same
Boxing Day	Tuesday	December 26, 2028	Same
CALENDAR YEAR 2029	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Monday	January 1, 2029	Same
Heritage Day	Monday	February 19, 2029	Same
Good Friday	Friday	March 30, 2029	Same
Victoria Day	Monday	May 21, 2029	Same
Canada Day	Sunday	July 1, 2029	Monday July 2, 2029
Labour Day	Monday	September 3, 2029	Same
National Day for Truth and Reconciliation	Sunday	September 30, 2029	Monday October 1, 2029
Thanksgiving Day	Monday	October 8, 2029	Same
Remembrance Day	Sunday	November 11, 2029	Monday November 12, 2029
Christmas Day	Wednesday	December 25, 2029	Same
Boxing Day	Thursday	December 26, 2029	Same
CALENDAR YEAR 2030	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Tuesday	January 1, 2030	
Heritage Day	Monday	February 18, 2030	
Good Friday	Friday	April 19, 2030	

In those jurisdictions and municipalities where the first Monday in August is declared to be a Civic Holiday, it shall be observed as such under the terms of this Agreement.

Should new provincial statutory holidays be declared during the term of this agreement, these new holidays shall be incorporated into this agreement where applicable.

ARTICLE 18 – WEEKLY PAY

- 18.01 Employees shall be paid by cheque during the regular working hours of Thursday each week. If Thursday or Friday is a holiday, pay will be distributed on Wednesday. Employees shall be paid in a sealed envelope.

Pay may be made by way of direct deposit provided pay stubs (including a full statement of hours worked, Pension & Benefit and all contributions) are issued to employees on Thursday. If mutually agreed by employer and employee, pay stubs may be delivered electronically.

- 18.02 There shall be a clear statement of all earnings and deductions on each employee's payroll slip. All employers shall include a full statement of employer contributions.

- 18.03 In the event the Pension or Welfare Plan is discontinued or other Union funds for any reason whatever, the contributions shall be added to the hourly rate and become part of the wage package.

- 18.04 Should the cheques not be distributed as set out herein, the employee shall immediately notify the employer.

- 18.05 When pays are not distributed on Thursday in accordance with this Article the employees shall be allowed one-half (1/2) hour (paid) for banking purposes on Friday. Should the employee not be paid until Monday of the following week, the employee shall receive one (1) days pay at the basic hourly rate for each working day until the day the pay is received.

ARTICLE 19 – SANITATION AND SAFETY

- 19.01 Employer and employee shall comply with all applicable provisions of provincial health, sanitation and safety laws and regulations.
- 19.02 Safety hat, winter liners when required, must be worn by all employees on the jobsite at all times; same to be supplied by the employer.
- 19.03 Both Parties agree to abide by the Nova Scotia Occupational Health & Safety Act and other applicable legislation. It will be the responsibility of the Union and the employer to see that these regulations are carried out. Except where it is the responsibility of the prime contractor, toilet facilities shall be made available and water flush toilets, when and where available, where practicable, after nine (9) employees are working on a job site for more than two (2) weeks, will be made available.
- 19.04 Adequate quarters shall be provided on all jobs for employees to change clothes and eat lunches. These quarters shall be heated when required and have clean adequate space for eating meals. There shall be separate quarters for any Trade Union when fifty (50) or more workers are employed on one (1) project by an employer. Except where it is the responsibility of the prime contractor, water flush toilets, when and where available.
- 19.05 Adequate quarters, heated and ventilated by window or by louver, when necessary shall be provided for employees to change clothes and eat lunch. Such quarters shall have benches and tables and be kept clean and no tools or equipment shall be stored in said quarters while employees are on the job. Clean drinking water and paper cups shall be provided by the employer. Hand cleaner and paper towels shall be provided by the employer.
- 19.06 Specialized protection wear, when necessary, is to be supplied to the employees by the employer.
- 19.07 If an employee sustains an accidental injury during working hours, and has to receive off-site medical attention, the prevailing provincial legislation shall apply.
- 19.08 The Union agrees to support the safety program. When a worker is injured on the jobsite and leaves for medical attention, they shall be paid for the time required to receive such attention, and if unable to return to the job because of the injury shall be paid for that full day provided they supply a medical certificate covering the period of absence. The employee shall receive any and all expenses normally paid for that day. Any employee not adhering to the rules of safety as requested or set by the employer or as required by the relevant legislation, shall not be entitled to the benefits outlined above.

- 19.09 There will be no termination of an employee on compensation.
- 19.10 Safety items and climatic protection clothing issued to the employee must be returned to the employer on termination; if not, cost to be deducted from the employee's pay less normal wear and tear.
- 19.11 The parties agree to observe applicable provincial legislation or Workers' Compensation.
- 19.12 All other Health and Safety issues will be addressed as per the Occupational Health & Safety Act.

ARTICLE 20 – HOURS OF WORK AND OVERTIME

- 20.01 The standard workweek shall be forty (40) hours and the normal hours of work shall consist of eight (8) hours per normal workday, Monday through Friday, between the hours of 7:00 a.m. and 5:00 p.m.
- 20.02 A compressed work week may be established at specific work sites if deemed necessary by the employer. The employer may schedule the regular work week in four (4) consecutive ten (10) hour days, at straight time rates, to a maximum of forty (40) hours per week, provided only that the four (4) ten (10) hour days are scheduled Monday through Friday, unless varied by mutual consent by the employer and Union. Such consent will not be unreasonably withheld. The employer shall inform the Union when establishing a compressed work week schedule at a specific work site.
- 20.03 All time worked in excess of forty (40) hours per week shall be paid at one and one half (1-1/2x) times the straight time rate of pay.
- 20.04 All overtime on Saturday shall be at time and one half (1-1/2x). Overtime on Saturday commences after the fortieth (40th) hour worked that week.
- 20.05 All time worked on Sundays and holidays shall be paid at double (2x) the normal rate of pay. When necessary to work an evening or night shift within a twenty-four (24) hour period, Monday through Friday, workers employed on the evening or night shift shall be paid at the rate of eight (8) hours pay for seven (7) hours work.

- 20.06 Any time worked shall be rounded up to the nearest fifteen (15) minutes (not to be abused).
- 20.07 Due to weather and job conditions, the employer and the employee may agree or may not agree to work Saturday for the straight time rate of pay to make up time lost during the week. When working under a compressed work week schedule, the employer may schedule work on Friday for the straight time rate of pay, and the employer and the employee may agree or may not agree to work Saturday for the straight time rate of pay, to make up time lost Monday to Thursday. Time not to exceed forty (40) hours in one (1) week.
- 20.08 The employer agrees to give preference to Union members of the Union in the area where the Union members are working when overtime is necessary.
- 20.09 The lunch period shall be one-half (1/2) hour duration midway through the shift.
- 20.10 Should expediency require, the normal starting and quitting times and/or lunch period may be changed by mutual agreement of the Parties hereto.
- 20.11 When work cannot be performed during normal working hours due to the owners' stipulations, employers may schedule work outside of the normal hours of work according to job requirements and specifications at the regular hourly rates of pay. Overtime will apply to such work performed on Sundays, holidays, or in excess of eight (8) hours (or ten (10) hours under a compressed work week) in a twenty-four (24) hour period or forty (40) hours per week.
- 20.12 The employer shall allow a rest period of ten (10) minutes once in the midway point of the morning and one (1) in the midway point of the afternoon. The ten (10) minute rest period and thirty (30) minute lunch period shall be measured from the time the employee ceases their labour to commencement of labour and shall be at a time determined by the employer. This provision applies to all shifts worked. Flexibility RE: lunch and coffee breaks; "on the job" breaks with agreement of employer and employees.

ARTICLE 19A RESIDENTIAL AGREEMENT

Form of Agreement

19A.01 The Collective Agreement between the Unions and the CLRA 2026-2030 dated with Article 1 through 45, including Appendices “A”, “B”, “C”, “D” and “T” shall be considered the Master Agreement and shall be applicable to all relevant employers except as modified by this Article 19A Working Conditions Residential.

Scope of the Agreement:

19A.02 Residential is to be defined as Private Sector only four stories up to fifty thousand square feet of living area and to include, single and semi-detached houses, row houses, town houses, low rise and high rise apartments and shall include underground parking and recreation facilities where facilities are for the exclusive use of the residence. This is not to include any school, college, university or hospital residence or any similar structure.

Normal Hours of Work & Overtime:

19A.03a The normal work day is defined as the twenty four (24) hour period beginning at 12:00 midnight.

19A.03b The normal hours of work shall consist of nine (9) hours per normal work day Monday through Friday between 6 a.m. and 6 p.m. The normal hours of work shall include a maximum of nine (9) hours on Saturday provided the total hours of work per week for an individual worker does not exceed forty five (45) hours.

19A.03c The lunch period shall be one half (1/2) hour duration midway through the shift. Should expedience require, the normal starting and quitting times and/or lunch period may be changed by mutual agreement between the employer and the employees on the job site and a written copy of the change in normal starting and quitting times and/or lunch period will be sent by the employer to the Union’s office if such normal and quitting time extends beyond three (3) days duration.

19A.03d Premium rates of one and one-half (1½x) the regular rate shall be paid for all hours worked in excess of nine (9) hours per day and hours in excess of forty-five (45) hours per week.

19A.03e When employees have missed time during the normal work week the employer may at their option, schedule up to two (2) hours extra work per day Monday through Friday at straight time rates up to a maximum of forty five (45) hours per week.

19A.03f Termination Clause as per agreement.

19A.03g Add two (2) ten (10) minute breaks.

19A.03h Hiring Hall

The Union will maintain a list of available workers who agree to work this sector. Any member working this sector must sign the list to be eligible to work this sector. Any member working for an employer in this sector must give the employer two (2) weeks written notice before moving to the IC Industrial sector. No member working ICI shall be required to move down to the residential sector.

19A.03i Residential List: 100% name hire.

19A.03j Employees working under Article 19A will be paid eighty percent (80%) of the journeyperson's wage rate as set out in Appendix "B". No labourer shall be paid more than any journeyperson bricklayer.

ARTICLE 21 – REPORTING TIME

21.01 Any employee, after being hired or referred to the job site upon request by the employer and reporting for work at the regular starting time and for whom no work is provided shall receive pay for two (2) hours at the regular rate of wages or as otherwise stated. Exception will be unless they have been notified before leaving their home not to report.

21.02 Any employee who reports for work and for whom work is provided and commences work shall receive not less than two (2) hours pay. The foregoing provisions shall apply to Saturday, Sunday and designated holidays, at the applicable rate of pay. Exceptions, however, shall be when strike conditions make it impossible to put such an employee to work or when stoppage of work is occasioned thereby when conditions arise which are beyond the control of the employer other than climatic conditions, or when an employee leaves work of their own accord.

21.03 When the employee is prevented from commencing work due to climatic conditions they shall receive two (2) hours reporting time provided they remain on the project for the two (2) hours or is released by the employer.

21.04 The employer shall determine when weather conditions on the job are such that the workers shall or shall not work.

ARTICLE 22 – LAY-OFF

- 22.01 The employer agrees to give one (1) hours notice when laying off so as to give employee time to clean up and gather up tools; employee to remain on job until quitting time.
- 22.02 Employee to receive their separation certificate, vacation pay and wages in full at next regular pay day.
- 22.03 This clause does not include a temporary lay-off for five (5) days or less. If not rehired within five (5) days, the employer must pay the one (1) hour notice.
- 22.04 If an employee quits on their own or is laid off for being non-competent, they shall wait until the next regular pay day for their pay and vacation pay.

ARTICLE 23 – TRAVELLING TIME ALLOWANCE

- 23.01 The employer will pay an employee who is required to travel from one job site to another job site for the employer during the regularly assigned working hours the employee's regular hourly rate of pay. If the employee is required to use their own vehicle for transportation, the employee shall be paid mileage allowance as set out in Article 24.03.
- 23.02 The cost of this transportation is not to exceed the cost of public conveyance by the most direct route. If the employer provides transportation this travelling allowance will not be paid.

ARTICLE 24 – BOARD AND LIVING OUT ALLOWANCE

24.01 There shall be a free zone for employees working within a forty-five (45) kilometre radius of the Halifax County intersection of Provincial Highway, 101 and 102. Travel and Living Out Allowance (LOA) will not apply when travelling to and working within this free zone (24.01).

24.02 No travel will be paid until an employee has travelled a distance of over sixty (60) kilometres from the employee's principal place of residence to the job site by the shortest available Department of Transportation maintained normally travelled route. All travel by the employee beyond a distance of sixty (60) kilometres from their place of residence to the job site and beyond a distance of sixty (60) kilometres from the job site to their place of residence shall be paid as set out in Article 24.03.

24.03 Mileage allowance rates per kilometre to be those published by the Canada Revenue Agency.

24.04 (A) Employees who are required to travel a distance of one hundred and fifteen (115) kilometres or more from their principal residence shall be paid Living Out Allowance (LOA) as follows:

Living Out Allowance

June 4, 2026	<u>\$165.00 per day worked</u>
May 1, 2027	<u>\$170.00 per day worked</u>
May 1, 2028	<u>\$175.00 per day worked</u>
May 1, 2029	<u>\$180.00 per day worked</u>

(B) Under no circumstances shall travel by an employee, outside the jurisdictional area of Local 1 be used to calculate benefits under Articles 24.02 and 24.07 herein.

(C) If either the Union or the employer determine that travel and LOA under Article 24 is not feasible on a specific project, then an amendment to Article 24 may be jointly agreed to by the parties on a project-by-project basis.

24.05 The Employer shall decide to either provide adequate accommodations or pay the above LOA. If the Employer decides to provide accommodations, a meal allowance of sixty-nine dollars (\$69.00) per day shall be paid. This rate shall be adjusted in accordance with Canada Revenue Agency guidelines.

24.06 When an employee who qualifies for LOA pays for and stays in a hotel, motel or short-term rental and provides a receipt to the Employer, the Employer shall pay an additional forty dollars (\$40.00) allowance per day. This allowance will only be paid once daily per hotel, motel or short-term rental paid.

- 24.07 When an employee is required to travel from one site to another site during working hours and the employee is required to use the employee's own vehicle, such employee shall be paid the hourly rate and any parking costs incurred by the employee.
- 24.08 All payments made to Union employees under Article 24 shall be made on the basis of a completed TD-4 Form when applicable being appropriately completed and signed and the payments being made on a non-income taxable basis. It shall be the responsibility of employees to make any income tax payments that may be found to be due now or in the future. In the absence of appropriately completed TD-4 Forms, all payments shall be added to gross pay and taxed. The employer shall make the forms available to each employee at the beginning of the project.

ARTICLE 25 – FOREPERSON AND LEAD HAND

- 25.01 A Foreperson is a journeyperson employee who is working on the job, with or without tools, and is charged with the responsibility under the Superintendent for supervision or directing the work. A Lead Hand is a journeyperson Bricklayer placed in charge of a crew who is under the supervision and direction of the Foreperson. At Employer's request, Forepersons and Lead Hands shall have completed Better SuperVision or equivalent training.
- 25.02 Forepersons and Lead Hands shall be appointed at the discretion of the employer. The Union shall be notified when a Foreperson or Lead Hand is appointed. Lead Hands will not be left in a sole supervisory role for longer than two consecutive working days.
- 25.03 Forepersons may, at the employer's discretion, be a member in good standing of any Local of the International Union.
- 25.04 Forepersons will receive minimum eighteen percent (18%) of the base journeyperson rate. Lead Hands shall receive a minimum eight percent (8%) of the base journeyperson rate.

ARTICLE 26 – WAGE RATES

- 26.01 Special rates other than the journeyperson rate may be established by joint action of the employer and the Union for employees who are handicapped by age, physical or other disability. As a generally satisfactory level of production is expected and required in the trade, it is agreed that disability may apply to substandard production.
- 26.02 Any employee receiving better conditions and a higher rate than stipulated in this Agreement shall continue to receive same after signing of this Agreement only until such time as the wage rates and conditions in the Agreement match such better conditions and higher rate. Continuation after such time is a clear violation of the Agreement.
- 26.03 The regular hourly rates of pay for each classification of workers shall be in accordance with the rates contained in the appended Appendix B. This Appendix B is attached hereto and is hereby made part of this Collective Agreement.

ARTICLE 27 – VACATION & HOLIDAY PAY

- 27.01 Vacation and holiday pay will be ten percent (10%) of the base wage rate and paid weekly.

ARTICLE 28 – HEAVY UNITS

- 28.01 For masonry units weighing twenty-three (23) kilograms or over, two (2) workers shall be allocated to work jointly or the employer may agree on two (2) workers working jointly in unusual circumstances.

ARTICLE 29 – CLEANING

- 29.01 The Union agrees that the employer may use a composite crew to wash and clean masonry work as follows:
- one – Bricklayer or
 - one – Apprentice and
 - one – Probationary Worker or
 - one – Labourer

ARTICLE 30 – APPRENTICESHIP

- 30.01 Both Parties agree that all trades and crafts involved in the completion of the construction job require systematic training followed by, or in conjunction with, the practical experience.

Certificates of qualification or competency obtained through examination and trade tests will receive special consideration by the Association with respect to individual assignments, transfers and promotions.

- 30.02 Both Parties agree that on-the-job training of duly indentured apprentices is a necessary part of any systematic training program. They note that the periodic nature of the construction industry does not permit continuous employment by any one (1) employer, although continuity of employment is necessary for systematic training. They recommend that the apprentices to the trade should be indentured to the Local Apprenticeship Committee established under Section 3 of the *Apprenticeship and Trades Qualification Act*, (Chapter 4, S.N.S. 1988), and agree to abide by any rules and regulations of that Committee respecting control, transfer and training of individual apprentices, and that the apprentices shall not be subject to disciplinary actions by either Party without authority of the Committee.

- 30.03 The employer undertakes to provide to the Apprentices a broad scope training and shall assign such Apprentices to jobs and work involving all aspects of the trade.

- 30.04 The minimum rate of wages for persons employed in the trade performing all requirements of the trade under Article 30.02 and shall be as per the wage tables in Appendix “B”.

- 30.05 The Union and the employer further agree to establish the practice of employing one (1) apprentice for every three (3) journeypersons. It is mandatory that the employer gives the apprentice a minimum of twenty-four (24) hours actual work at their respective trade per week.

(a) The apprentice shall keep a weekly record of hours and work assignments. The employer shall sign record. The Union representative may periodically review record. The employer may authorize the foreperson to sign the record.

- 30.06 The fourth year requirement may be waived on the agreement of the Union and the employer.

30.07 The CLRA agrees to the following incentive measures:

- (a) Each employer will present to each indentured Apprentice upon hiring one (1) quality brand bricklayer tool of the Apprentice's choice.
- (b) Each employer will present to each indentured apprentice with a satisfactory record of work and attendance at apprenticeship classes one (1) quality brand bricklayer tool of the apprentice's choice for every six (6) month period worked.

30.08 **PROBATIONARY WORKERS:**

Bricklayers Local 1 and employers agree to establish a Training Program in the Bricklayer/Masonry Trade. Therefore, the Union and the employer (employers) agree to start a Probationary Worker Designation. The purpose of this Designation is to attract and acquire young workers into the Bricklayer/Masonry Trade and to ensure that the Trainees become competent and qualified in the appropriate basic skills before they are indentured through the Apprenticeship Program.

30.09 **PROBATIONARY WORKERS PROGRAM:**

The employer shall ensure that such Trainees will be working with a Journeyperson Bricklayer/Masonry Worker so as to be afforded the training and all the aspects of the Bricklayer/Masonry Industry.

The employer agrees to a ratio of one (1) Journeyperson to two (2) Probationary Workers. The employer shall advise the Union when the employer has employed such Probationary Workers.

30.10 In the event that the Union is unable to supply Probationary Worker as defined herein, employers shall have the right to hire such Probationary Workers pursuant to Article 30.11 below.

30.11 If, after a period of forty-eight (48) hours, excluding Saturdays, Sundays and Statutory Holidays as contained herein, the Union is unable to supply the quantity of competent, qualified Probationary Workers as requested, the employer may procure such Probationary Worker elsewhere.

30.12 Probationary Workers procured in this manner by employers shall apply to become members of the Union after thirty (30) days of employment.

30.13 In order to be competitive, the Parties agree that during the first thirty (30) days of a Probationary Worker's employment under this Agreement, the employer shall not pay either the Health and Welfare payments (Article 34) or the Pension Fund payments (Article 35) to Probationary Workers working under this Agreement. After the Probationary Worker has worked for thirty (30) days under this Agreement, the Probationary Worker shall receive from the employer Health & Welfare and Pension benefits as established under the main Agreement Articles 34 and 35.

30.14 PROBATIONARY WORKER RATES:

Rates applicable for the 1st thirty (30) days of employment:

Hourly Rate – Fifty Percent (50%) of Journeyman Hour Rate + Four Percent (4%) Vacation Pay).

ARTICLE 31 – SUB-CONTRACTORS

- 31.01 When the employer chooses to sub-contract work, the employer agrees to engage only sub-contractors who employ members of the International Union of Bricklayers and Allied Craftworkers.
- 31.02 It is agreed that where a sub-contractor is not in contractual relations with a Local Union named herein, such sub-contractor will be required by the employer to abide by the terms and conditions of this Agreement.

ARTICLE 32 – BEREAVEMENT LEAVE

- 32.01 For employees with at least one year of continuous employment with a contractor, in the event of a death in the employee's immediate family (the employee's children, parents, grandparents, brothers, sisters, spouse, or spouse's parents) the Employer will grant to the employee up to two (2) days paid leave of absence for the purpose of making arrangements for or attending the funeral or memorial service, and up to three (3) days of unpaid leave.
- 32.02 For employees with more than six months but less than one year of continuous employment with a contractor, in the event of a death in the employee's immediate family (the employee's children, parents, grandparents, brothers, sisters, spouse, or spouse's parents) the Employer will grant to the employee one (1) paid day leave of absence for the purpose of making arrangements for or attending the funeral or memorial service, and up to four (4) days of unpaid leave.

ARTICLE 33 – EMPLOYER CONTRIBUTIONS

33.01 Health & Welfare Fund - Article 34

Employers signatory to this Agreement shall remit monthly to the Administrator of the Health & Welfare Fund, before the fifteenth (15th) day of the month for the previous month, two dollars fifty-five cents (\$2.55) per hour worked per employee and effective May 1, 2027, two dollars sixty cents (\$2.60) per hour worked per employee and effective May 1, 2028, two dollars sixty-five cents (\$2.65) per hour worked per employee and effective May 1, 2029, two dollars seventy cents (\$2.70) per hour worked per employee.

33.02 International B.A.C. Pension Plan - Article 35

Employers signatory to this Agreement shall remit monthly to the Administrator of the Pension Plan, before the fifteenth (15th) day of the month for the previous month, the sum equal to two dollars seventy-five cents (\$2.75) per hour worked per employee and effective May 1, 2027, three dollars (\$3.00) per hour worked per employee.

33.03 Industry Improvement Fund - Article 37

Employer's signatory to this Agreement shall remit monthly to the Administrator of the Industry Improvement Fund the sum equal to sixteen cents (\$0.16) per hour worked, per employer.

It is agreed that the CLRA has the right to allocate increases to the CLRA's Industry Improvement Fund (Article 37), provided that the union receives sixty (60) days notice of such change.

33.04 Bricklayers Local #1 Training Fund - Article 38

Employer's signatory to this Agreement shall remit monthly to the Bricklayers Local 1 Training Fund the sum equal to thirty cents (\$0.30) per hour worked, per employer. Contractor (CLRA members) shall contribute when funds fall to \$22,000.00 for projects as approved by the trustees.

33.05 Masonry Promotion Fund

The purpose of this fund is to promote the use of masonry in construction jobs and projects in the Mainland of Nova Scotia. These funds will be used in a manner that will effectively promote and enhance the application of masonry utilized by employers under this Agreement on as many construction projects in Nova Scotia as possible. Remittances should be made payable to the:

Masonry Promotion Fund
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6

This Fund shall be jointly trusted with equal representation from both parties signatory to this Agreement.

33.06 Bereavement Fund

Employers signatory to this Agreement shall remit the sum equal to ten cents (\$0.10) per hour worked per employee to the Trustees of the Bereavement Fund. This remittance is an employee deduction, and the wage package has been reduced accordingly. If contributions to the Bereavement Fund cease, the above remittance shall be returned to the wage package. Funds shall be remitted to the following address:

Trustees of the Bereavement Fund
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6

33.07 Employer Remittances to be made under this article:

		<u>June 4, 2026</u>	<u>May 1, 2027</u>	<u>May 1, 2028</u>	<u>May 1, 2029</u>
Health & Welfare Fund	Article <u>34</u>	<u>\$2.55</u>	<u>\$2.60</u>	<u>\$2.65</u>	<u>\$2.70</u>
International BAC Pension Fund	Article <u>35</u>	<u>\$2.75</u>	<u>\$3.00</u>	\$3.00	\$3.00
BAC Local 1 Group RSP	Article <u>36</u>				
Comm, Ind., Major Ind., & Res per Articles 1A & 1B		\$4.50	\$4.50	<u>\$4.75</u>	<u>\$5.00</u>
Light Comm & Residential per Article 1C		\$4.00	\$4.00	\$4.00	\$4.00
Masonry Promotion Fund	Article <u>33.05</u>	<u>\$0.23</u>	\$0.23	\$0.23	\$0.23
Bereavement Fund	Article <u>33.06</u>	\$0.10	\$0.10	\$0.10	\$0.10
Industry Improvement Fund	Article <u>37</u>	\$0.16	\$0.16	\$0.16	\$0.16
Bricklayers Local 1 Training Fund	Article <u>38</u>	\$0.30	\$0.30	\$0.30	\$0.30

Remittances to the Health & Welfare Fund and Pension Fund may be remitted together as per Articles 34.01 and 35.01.

33.08 Such remittances shall be made payable and forwarded to the addresses as set out in the applicable Articles 33.05, 33.06, 34, 35, 36, 37 and 38 of this Agreement.

33.09 The Parties to this Collective Agreement agree that, in the interest of transparency, either Party may request of the other Party a report detailing the number of labour hours remitted per contractor under Article 33 during the prior six (6) months, in order to ensure consistent reporting. Such a request shall be made a maximum of two (2) times per year. Reports provided shall not be shared with individual contractors.

ARTICLE 34 – HEALTH & WELFARE FUND

- 34.01 The employer agrees to pay to the International Health Fund Bricklayers Union, Local 1 the sum equal to two dollars fifty-five cents (\$2.55) per hour worked per employee and effective May 1, 2027, two dollars sixty cents (\$2.60) per hour worked per employee and effective May 1, 2028, two dollars sixty-five cents (\$2.65) per hour worked per employee and effective May 1, 2029, two dollars seventy cents (\$2.70) per hour worked per employee. These funds are to be remitted on or before the fifteenth (15th) day of the following month. Cheques are to be payable to the:

B&TT International Pension Fund

1216 Sand Cove Road, Unit 32
Saint John, New Brunswick E2M 5V8

- 34.02 It is agreed that provisions for an increase or decrease in the Health & Welfare Fund will be implemented if so desired by the Local, with the employer contribution to be deducted from the wage rates contained herein, provided the employer receives sixty (60) days notice of such change.

ARTICLE 35 – INTERNATIONAL B.A.C. PENSION FUND

- 35.01 The employer agrees to pay to the Bricklayers & Allied Craftworkers Pension Fund the sum equal to two dollars seventy-five cents (\$2.75) per hour worked per employee and effective May 1, 2027, three dollars (\$3.00) per hour worked per employee. These funds are to be remitted on or before the fifteenth (15th) day of the following month. Cheques are to be made payable to:

B&TT International Pension Fund

1216 Sand Cove Road, Unit 32
Saint John, New Brunswick E2M 5V8

ARTICLE 36 – BAC LOCAL #1 GROUP RSP

- 36.01 Employers signatory and party to this Agreement shall remit monthly to the Administrator of the Group RSP, before the fifteenth (15th) day of the month, for the previous month, the amount indicated in the table below per hour worked per employee.

	<u>June 4, 2026</u>	<u>May 1, 2028</u>	<u>May 1, 2029</u>
Comm, Ind., Major Ind., & Res. per Articles 1A & 1B	\$4.50	<u>\$4.75</u>	<u>\$5.00</u>
Light Comm & Residential per Article 1C	\$4.00	\$4.00	\$4.00

Cheques are made payable to:

PSFL Fund Management Ltd. (care of)
 BAC Local #1 Group RSP
 14 McQuade Lake Crescent, Suite 203
 Halifax, NS B3S 1B6

- 36.02 It is agreed that provisions for an increase or decrease in the BAC Local #1 Group RSP will be implemented if so desired by the Local, with the employer contribution to be deducted from the wage rates contained herein, provided the employer receives sixty (60) days notice of such change.

ARTICLE 37 – INDUSTRY IMPROVEMENT FUND

37.01 This Fund shall be used for the administration of the Bricklayers Local 1 Collective Agreement. All employers shall contribute towards the cost of the administration of this Agreement.

37.02 All employers working under the terms and conditions of this Collective Agreement shall remit each month, on or before the fifteenth (15th) day of the following month, to the Industry Improvement Fund an amount of sixteen cents (\$0.16) for each hour worked in that month by any employee working under this Agreement.

This will be paid by Electronic Funds Transfer (EFT) with hours reported at the time of payment via the CLRA Remittance Portal at iif.nslra.ca.

Employers who are unable to remit payment by EFT should contact the CLRA at iif@nslra.ca or by phone at 902-468-2283.

37.03 No grievance instituted by either Party pursuant to this Article shall be defeated on the basis of any technical or procedural objection as to the arbitrability, including any objection based on whether an employer is a member of the CLRA or not, recognizing that all employers working under this Agreement benefit as a result of the collective bargaining process.

37.04 The Parties hereto agree that either Party, pursuant to the Agreement establishing the Industry Improvement Fund shall have the authority to utilize the arbitration procedures set forth herein for collection of delinquent accounts with respect to the contributions required pursuant to this Article. Any Arbitrator appointed pursuant to this Clause, is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.

ARTICLE 38 – BRICKLAYERS LOCAL 1 TRAINING FUND

- 38.01 Employers and employees both recognize the need and benefits derived from training received in new techniques of the industry. It is therefore imperative that a program of training be provided for all members of Union Local No. 1
- 38.02 All employers shall contribute to the Bricklayers Local 1 Training Fund in the amount of thirty cents (\$0.30). The employer shall forward the contributions to:
- Bricklayers Local 1 Training Fund**
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6
- Employers referred to under this clause shall pay the monetary amounts set forth in monetary table "B" in Appendix "B" and Appendix "C" of this Agreement.
- 38.03 The Bricklayers Local 1 Training Fund will be jointly Trusteesd with equal representatives from both Parties to this Agreement. A meeting of the Trustees will be held a minimum of once per year.
- 38.04 Subject to the approval of the joint Bricklayers Local 1 Training Fund Trustees, direct costs for safety training of Union members described in Article 3.01 of this Agreement shall be paid by the fund.
- 38.05 If the Bricklayers Local 1 Training Fund ceases to function the remaining funds shall be applied to the General Fund.
- 38.06 The Parties hereto agree that either Party, pursuant to an agreement establishing the Bricklayers Local 1 Training Fund shall have the authority to utilize the arbitration procedure set forth herein for the collection of delinquent accounts with respect to contributions required pursuant to Article 38.02. Any Arbitrator appointed pursuant to this clause, is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.
- 38.07 Responsibilities and liabilities of collection shall be outlined in the Declaration of Trust Agreement establishing the Bricklayers Local 1 Training Fund.

ARTICLE 39 – DELINQUENT PAYMENTS

39.01 Timely payment of wages and contributions to all trust funds provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to pay wages and/or remit contributions to the trust funds shall be dealt with as follows:

- (i) The Union shall advise the employer in writing of any delinquency.
- (ii) If within seven (7) days of receipt of notification exclusive of Saturday, Sunday and Holidays, the employer has failed to pay delinquent contributions or the employer or their Construction Labour Relations Association has failed to request a meeting with the Union to provide for the payment of delinquent contributions, then the employer agrees that all contributions/deductions due and payable in accordance with this Agreement are in arrears and subject to an additional charge at the rate of twenty-five percent (25%) on all contributions/deductions in arrears.

This is not to be construed that the above charges relieve the employer of any further liabilities which may occur because of their failure to report any pay contributions/deductions as provided.

- (iii) Should the matter not be resolved at the above mentioned meeting, the Union may demand payment of wages and contributions at the end of each day or at the end of each week or upon seventy-two (72) hours notice to the employer, withdraw its' members from the delinquent employer without contravening the terms of this Agreement.
- (iv) The delinquent company will be liable for all legal costs incurred in the recovery of contributions.

ARTICLE 40 – CHECK-OFF DUTIES AND INITIATIONS

- 40.01 The employer agrees to deduct the amount certified by the Union as dues as provided for in the Check-off form signed by the employee provided by the Union and attached hereto as Appendix "C". Such dues shall be deducted from the first pay period of each month and must be remitted to the Local Union no later than the fifteenth (15th) day of each month. In case of an employee commencing work after the first pay period, their dues shall be deducted from their first pay. In the event that initiation fees are collectable, such fees shall be collected by the employers at the rate of fifteen dollars (\$15.00) per working day for journeypersons and ten dollars (\$10.00) per working day for apprentice improvers, until such fees are fully paid. Should a new employee quit, monies owed to the Union and provided for in the check-off form shall be deducted from the pay of the employee.

ARTICLE 41 – RIGHT TO REFUSE TO CROSS A PICKET LINE

- 41.01 No employee shall be forced to cross any legal picket line or continue to work at any set worksite when a picket line is established in association with any legal strike. No officer shall be liable for any such action. Members of Union shall not be requested to work with non-union masonry tradespersons.

ARTICLE 42 – PRODUCTIVITY & WORKMANSHIP IMPROVEMENT COMMITTEE

42.01 The Parties agree that within thirty (30) days after the effective day of this Agreement they shall implement and put in place a joint committee named the Productivity & Workmanship Improvement Committee (Committee).

42.02 The Committee shall be made up of equal representation from the Union and masonry contractors with a minimum of one (1) individual from each. Each member may designate an alternative member.

42.03 The objectives of this Committee are:

(A) The fundamental strength of the unionized sector in the construction industry is the high level of productivity and workmanship of the tradesperson and contractor. The Committee shall work together to promote and maintain this high standard of productivity and workmanship in the masonry trade on construction sites in compliance with all existing legislation and regulations of the Province of Nova Scotia and in cooperation with existing union and management committees in place.

(B) The Committee shall monitor the ongoing activity and progress and effectiveness of government legislation as well as the work of existing joint construction committees.

If, in the opinion of the Committee, the existing legislation and joint committees fail to properly address and improve productivity and workmanship in the masonry industry, then the Committee will move to implement its own program to maintain and improve workmanship and productivity in the masonry industry. In order to implement the program the Committee shall make representation to the Provincial Apprenticeship Advisory Board.

(C) The Committee will receive productivity and workmanship reports from the Union and employers and review all reports received. The Committee will, after reviewing all reports, assess the productivity standards in each case and recommend procedures to improve productivity and workmanship in all cases to both employers and tradespersons.

(D) Either Party to this Agreement may make a written request for a meeting of the joint Committee and the Committee shall meet with seven (7) calendar days from the receipt of such a request.

The Parties agree that should the Committee determine that insufficient progress has been made in the area of workmanship and productivity improvement, then the Parties shall move to enact amendments to secure such improvements as recommended by the Committee.

ARTICLE 43 – ENABLING

- 43.01 It is recognized that from time to time certain terms and conditions of employment for Local 1 employees may require alteration from those contained in this Collective Agreement in order to enable the employees and employers of the unionized sector to obtain certain work or execute certain work in a manner that is deemed to be prudent.
- 43.02 Any modification to terms and conditions of employment from those contained in this Collective Agreement will require mutual agreement of the Enabling Committee (E.C.).
- 43.03 Where this committee cannot achieve mutual agreement then it is agreed that the request to modify terms and conditions of employment will not be subject to resolution through the grievance and arbitration process.
- 43.04 An Enabling Committee (E.C.) shall be established by the Parties within thirty (30) days of signing this Agreement. The Enabling Committee shall have one (1) representative from each of the Parties to this Agreement, employer (or the employers Agent) and the Union Representative. The mandate of the Enabling Committee will be to identify areas where this Collective Agreement and its terms and conditions of employment can be modified to improve the competitiveness of the unionized sector under this Article.
- 43.05 All employer members of the Bricklayer Trade Classification shall be informed of any modifications to wage rates four (4) hours prior to closing.
- 43.06 Enabling provisions and Job Targeting Rules and Procedures as established by the Parties and the Enabling Committee are attached herewith as Appendix “T” of this Agreement.

ARTICLE 44 – TERM OF AGREEMENT

- 44.01 This Agreement shall remain in effect from the 4th day of June, 2026 until and including the 30th day of April, 2030. All other Articles of this Agreement and Craft Schedules thereto shall remain in force until the termination date of this Agreement April 30, 2030. This Agreement will continue for successive periods of one (1) year unless either party shall on or about the sixtieth (60th) day prior to expiration, serve written notice on the other Party of a desire to terminate, modify, alter, renegotiate change or amend this Agreement. In the event no such notice is given by either Party, this Agreement shall remain in effect from year to year.

ARTICLE 45 – SIGNATORIES

45.01 This Agreement signed this 9th day of September, 2026.

SIGNATORIES FOR:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL UNION OF
BRICKLAYERS AND ALLIED
CRAFTWORKERS, LOCAL UNION 1**

ROBERT SHEPHERD

JEFFREY PREEPER

CALUM MACLEOD

ANGELA GALLANT
WITNESS

BRICKLAYERS LOCAL 1 APPENDIX "A" – BRICKLAYER TRADE CLASSIFICATION

- Darim Masonry Ltd.
- Joneljim Concrete Construction Limited
- MacIvor & Stewart Masonry Ltd.
- Nova Tile & Marble Limited
- Reddick Bros. Masonry Ltd.
- Wildwood Masonry Ltd.

BRICKLAYERS LOCAL 1 APPENDIX "B" – WAGE RATES

WAGE RATES - COMMERCIAL, INSTITUTIONAL AND RESIDENTIAL OTHER THAN UNDER ARTICLE 19A

JOURNEYPERSON

Effective Date	Hourly Rate	V & H <u>10%</u>	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
<u>June 4, 2026</u>	<u>\$40.75</u>	<u>\$4.08</u>	<u>\$2.55</u>	\$4.50	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$55.42</u>
<u>May 1, 2027</u>	<u>\$42.60</u>	<u>\$4.26</u>	<u>\$2.60</u>	\$4.50	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$57.75</u>
<u>May 1, 2028</u>	<u>\$44.45</u>	<u>\$4.44</u>	<u>\$2.65</u>	<u>\$4.75</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$60.08</u>
<u>May 1, 2029</u>	<u>\$46.60</u>	<u>\$4.66</u>	<u>\$2.70</u>	<u>\$5.00</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$62.75</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

APPRENTICES

		Hourly Rate	V & H <u>10%</u>	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
Effective Date: <u>June 4, 2026</u>											
0-900 hours	<u>60%</u>	<u>\$24.69</u>	<u>\$2.47</u>	<u>\$2.55</u>	\$0.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$33.25</u>
901-1800 hours	<u>65%</u>	<u>\$27.21</u>	<u>\$2.72</u>	<u>\$2.55</u>	\$0.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$36.02</u>
1801-2700 hours	<u>70%</u>	<u>\$29.73</u>	<u>\$2.97</u>	<u>\$2.55</u>	\$0.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$38.79</u>
2701-3600 hours	<u>75%</u>	<u>\$32.25</u>	<u>\$3.22</u>	<u>\$2.55</u>	\$0.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$41.56</u>
3601-4500 hours	<u>85%</u>	<u>\$33.20</u>	<u>\$3.32</u>	<u>\$2.55</u>	<u>\$4.50</u>	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$47.11</u>
4501-5400 hours	<u>90%</u>	<u>\$35.72</u>	<u>\$3.57</u>	<u>\$2.55</u>	\$4.50	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$49.88</u>
Effective Date: <u>May 1, 2027</u>											
0-900 hours	<u>60%</u>	<u>\$25.69</u>	<u>\$2.57</u>	<u>\$2.60</u>	\$0.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$34.65</u>
901-1800 hours	<u>65%</u>	<u>\$28.32</u>	<u>\$2.83</u>	<u>\$2.60</u>	\$0.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$37.54</u>
1801-2700 hours	<u>70%</u>	<u>\$30.94</u>	<u>\$3.09</u>	<u>\$2.60</u>	\$0.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$40.42</u>
2701-3600 hours	<u>75%</u>	<u>\$33.56</u>	<u>\$3.36</u>	<u>\$2.60</u>	\$0.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$43.31</u>
3601-4500 hours	<u>85%</u>	<u>\$34.73</u>	<u>\$3.47</u>	<u>\$2.60</u>	\$4.50	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$49.09</u>
4501-5400 hours	<u>90%</u>	<u>\$37.35</u>	<u>\$3.74</u>	<u>\$2.60</u>	\$4.50	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$51.98</u>

		Hourly Rate	V & H <u>10%</u>	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	HF	Total Package
Effective Date: May 1, 2028											
0-900 hours	60%	<u>\$26.92</u>	<u>\$2.69</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$36.05</u>
901-1800 hours	65%	<u>\$29.65</u>	<u>\$2.96</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$39.05</u>
1801-2700 hours	70%	<u>\$32.38</u>	<u>\$3.24</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$42.06</u>
2701-3600 hours	75%	<u>\$35.11</u>	<u>\$3.51</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$45.06</u>
3601-4500 hours	85%	<u>\$36.25</u>	<u>\$3.63</u>	<u>\$2.65</u>	<u>\$4.75</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$51.07</u>
4501-5400 hours	90%	<u>\$38.98</u>	<u>\$3.90</u>	<u>\$2.65</u>	<u>\$4.75</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$54.07</u>
Effective Date: May 1, 2029											
0-900 hours	60%	<u>\$28.33</u>	<u>\$2.83</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$37.65</u>
901-1800 hours	65%	<u>\$31.18</u>	<u>\$3.12</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$40.79</u>
1801-2700 hours	70%	<u>\$34.03</u>	<u>\$3.40</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$43.92</u>
2701-3600 hours	75%	<u>\$36.88</u>	<u>\$3.69</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$47.06</u>
3601-4500 hours	85%	<u>\$38.05</u>	<u>\$3.80</u>	<u>\$2.70</u>	<u>\$5.00</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$53.34</u>
4501-5400 hours	90%	<u>\$40.90</u>	<u>\$4.09</u>	<u>\$2.70</u>	<u>\$5.00</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$56.48</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

WAGE RATES - INDUSTRIAL OR MAJOR INDUSTRIAL PROJECTS – ARTICLE 1A**JOURNEYPERSON**

Effective Date	Hourly Rate	V & H 10%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
June 4, 2026	<u>\$43.36</u>	<u>\$4.34</u>	<u>\$2.55</u>	\$4.50	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$58.29</u>
May 1, 2027	<u>\$45.21</u>	<u>\$4.52</u>	<u>\$2.60</u>	\$4.50	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$60.62</u>
May 1, 2028	<u>\$47.05</u>	<u>\$4.71</u>	<u>\$2.65</u>	<u>\$4.75</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$62.95</u>
May 1, 2029	<u>\$49.33</u>	<u>\$4.93</u>	<u>\$2.70</u>	<u>\$5.00</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$65.75</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

APPRENTICES

		Hourly Rate	V & H 10%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
Effective Date: June 4, 2026											
0-900 hours	60%	\$26.25	\$2.63	\$2.55	\$0.00	\$2.75	\$0.23	\$0.10	\$0.30	\$0.16	\$34.97
901-1800 hours	65%	\$28.91	\$2.89	\$2.55	\$0.00	\$2.75	\$0.23	\$0.10	\$0.30	\$0.16	\$37.89
1801-2700 hours	70%	\$31.55	\$3.16	\$2.55	\$0.00	\$2.75	\$0.23	\$0.10	\$0.30	\$0.16	\$40.80
2701-3600 hours	75%	\$34.21	\$3.42	\$2.55	\$0.00	\$2.75	\$0.23	\$0.10	\$0.30	\$0.16	\$43.72
3601-4500 hours	85%	\$35.42	\$3.54	\$2.55	\$4.50	\$2.75	\$0.23	\$0.10	\$0.30	\$0.16	\$49.55
4501-5400 hours	90%	\$38.06	\$3.81	\$2.55	\$4.50	\$2.75	\$0.23	\$0.10	\$0.30	\$0.16	\$52.46
Effective Date: May 1, 2027											
0-900 hours	60%	\$27.25	\$2.73	\$2.60	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	\$36.37
901-1800 hours	65%	\$30.01	\$3.00	\$2.60	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	\$39.40
1801-2700 hours	70%	\$32.76	\$3.28	\$2.60	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	\$42.43
2701-3600 hours	75%	\$35.52	\$3.55	\$2.60	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	\$45.46
3601-4500 hours	85%	\$36.95	\$3.69	\$2.60	\$4.50	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	\$51.53
4501-5400 hours	90%	\$39.70	\$3.97	\$2.60	\$4.50	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	\$54.56

		Hourly Rate	V & H 10%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
Effective Date: May 1, 2028											
0-900 hours	60%	<u>\$28.48</u>	<u>\$2.85</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$37.77</u>
901-1800 hours	65%	<u>\$31.35</u>	<u>\$3.13</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$40.92</u>
1801-2700 hours	70%	<u>\$34.20</u>	<u>\$3.42</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$44.06</u>
2701-3600 hours	75%	<u>\$37.06</u>	<u>\$3.71</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$47.21</u>
3601-4500 hours	85%	<u>\$38.47</u>	<u>\$3.85</u>	<u>\$2.65</u>	<u>\$4.75</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$53.51</u>
4501-5400 hours	90%	<u>\$41.34</u>	<u>\$4.13</u>	<u>\$2.65</u>	<u>\$4.75</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$56.66</u>
Effective Date: May 1, 2029											
0-900 hours	60%	<u>\$29.96</u>	<u>\$3.00</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$39.45</u>
901-1800 hours	65%	<u>\$32.95</u>	<u>\$3.30</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$42.74</u>
1801-2700 hours	70%	<u>\$35.94</u>	<u>\$3.59</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$46.02</u>
2701-3600 hours	75%	<u>\$38.93</u>	<u>\$3.89</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$49.31</u>
3601-4500 hours	85%	<u>\$40.36</u>	<u>\$4.04</u>	<u>\$2.70</u>	<u>\$5.00</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$55.89</u>
4501-5400 hours	90%	<u>\$43.35</u>	<u>\$4.34</u>	<u>\$2.70</u>	<u>\$5.00</u>	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$59.18</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

WAGE RATES - RESIDENTIAL WORK**JOURNEYPERSON**

Effective Date	Hourly Rate	V & H 10%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
<u>June 4, 2026</u>	<u>\$34.12</u>	<u>\$3.41</u>	<u>\$2.55</u>	\$4.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$47.62</u>
<u>May 1, 2027</u>	<u>\$35.66</u>	<u>\$3.57</u>	<u>\$2.60</u>	\$4.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$49.62</u>
<u>May 1, 2028</u>	<u>\$37.44</u>	<u>\$3.74</u>	<u>\$2.65</u>	\$4.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$51.62</u>
<u>May 1, 2029</u>	<u>\$39.48</u>	<u>\$3.95</u>	<u>\$2.70</u>	\$4.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$53.92</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

APPRENTICES

		Hourly Rate	V & H <u>10%</u>	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
Effective Date: <u>June 4, 2026</u>											
0-900 hours	<u>60%</u>	<u>\$20.44</u>	<u>\$2.04</u>	<u>\$2.55</u>	\$0.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$28.57</u>
901-1800 hours	<u>65%</u>	<u>\$22.60</u>	<u>\$2.26</u>	<u>\$2.55</u>	\$0.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$30.95</u>
1801-2700 hours	<u>70%</u>	<u>\$24.76</u>	<u>\$2.48</u>	<u>\$2.55</u>	\$0.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$33.33</u>
2701-3600 hours	<u>75%</u>	<u>\$26.94</u>	<u>\$2.69</u>	<u>\$2.55</u>	\$0.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$35.72</u>
3601-4500 hours	<u>85%</u>	<u>\$27.63</u>	<u>\$2.76</u>	<u>\$2.55</u>	<u>\$4.00</u>	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$40.48</u>
4501-5400 hours	90%	<u>\$29.79</u>	<u>\$2.98</u>	<u>\$2.55</u>	\$4.00	<u>\$2.75</u>	<u>\$0.23</u>	\$0.10	\$0.30	\$0.16	<u>\$42.86</u>
Effective Date: <u>May 1, 2027</u>											
0-900 hours	60%	<u>\$21.25</u>	<u>\$2.13</u>	<u>\$2.60</u>	\$0.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$29.77</u>
901-1800 hours	65%	<u>\$23.51</u>	<u>\$2.35</u>	<u>\$2.60</u>	\$0.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$32.25</u>
1801-2700 hours	70%	<u>\$25.76</u>	<u>\$2.58</u>	<u>\$2.60</u>	\$0.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$34.73</u>
2701-3600 hours	75%	<u>\$28.03</u>	<u>\$2.80</u>	<u>\$2.60</u>	\$0.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$37.22</u>
3601-4500 hours	85%	<u>\$28.90</u>	<u>\$2.89</u>	<u>\$2.60</u>	\$4.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$42.18</u>
4501-5400 hours	90%	<u>\$31.15</u>	<u>\$3.12</u>	<u>\$2.60</u>	\$4.00	<u>\$3.00</u>	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$44.66</u>

BRICKLAYERS LOCAL 1**JUNE 4, 2026 - APRIL 30, 2030**

		Hourly Rate	V & H 10%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	HF	Total Package
Effective Date: May 1, 2028											
0-900 hours	60%	<u>\$22.30</u>	<u>\$2.23</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$30.97</u>
901-1800 hours	65%	<u>\$24.65</u>	<u>\$2.46</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$33.55</u>
1801-2700 hours	70%	<u>\$26.99</u>	<u>\$2.70</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$36.13</u>
2701-3600 hours	75%	<u>\$29.35</u>	<u>\$2.93</u>	<u>\$2.65</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$38.72</u>
3601-4500 hours	85%	<u>\$30.40</u>	<u>\$3.04</u>	<u>\$2.65</u>	\$4.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$43.88</u>
4501-5400 hours	90%	<u>\$32.75</u>	<u>\$3.27</u>	<u>\$2.65</u>	\$4.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$46.46</u>
Effective Date: May 1, 2029											
0-900 hours	60%	<u>\$23.51</u>	<u>\$2.35</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$32.35</u>
901-1800 hours	65%	<u>\$25.96</u>	<u>\$2.60</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$35.05</u>
1801-2700 hours	70%	<u>\$28.41</u>	<u>\$2.84</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$37.74</u>
2701-3600 hours	75%	<u>\$30.86</u>	<u>\$3.09</u>	<u>\$2.70</u>	\$0.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$40.44</u>
3601-4500 hours	85%	<u>\$32.13</u>	<u>\$3.21</u>	<u>\$2.70</u>	\$4.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$45.83</u>
4501-5400 hours	90%	<u>\$34.58</u>	<u>\$3.46</u>	<u>\$2.70</u>	\$4.00	\$3.00	\$0.23	\$0.10	\$0.30	\$0.16	<u>\$48.53</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

BRICKLAYERS LOCAL 1 APPENDIX "D"
– SAMPLE – REFERRAL SLIP

Local No.: _____ No. 647

Contractor: _____ Date: _____

Job Site & Address: _____

Member's Name and I.U. Number: _____

Business Agent: _____

Check-Off Dues Authorization

Date: _____

To (Name of Employer): _____

I hereby authorize you to deduct from my wages and pay, to the International Union of Bricklayers and Craftworkers, Local 1, Nova Scotia, fees in the following amounts:

1. Initiation Fee	\$ _____	2. Monthly dues	\$ _____
3. Dues in Arrears	\$ _____	4. Assessment, Fines	\$ _____

I agree that the amounts to be deducted at the rate per working day are as set out in Article 33.

Signature: _____ Date: _____

Witness: _____

BRICKLAYERS LOCAL 1 SCHEDULE "A" – DEFINITIONS

The following definitions apply where the defined terms are used in the Agreement attached hereto:

CLRA:.....means the Nova Scotia Construction Labour Relations Association Limited

BUSINESS AGENT:.....means the official duly appointed by a Local Union whose duties are to represent the Union in matters relating to this Agreement

EMPLOYEE:means a person working as a Journeyperson or Apprentice Bricklayer, Stone Mason, Marble Mason, Stone Cutter for a member of the CLRA, Party to this Agreement, on any job in the area as defined in this Agreement

EMPLOYER:means an individual member of the CLRA outlined under Appendix "A" hereof, or future members who have or will authorize such CLRA to negotiate and conclude a Collective Agreement on their behalf

JOB:means an individual construction project operation

STEWARD:.....means an employee duly appointed under Article 10 of the Agreement and authorized by it to represent all the employees and employers working on a job who fall within the scope of this Agreement, and to speak for them on matters pertaining to this Agreement

SUPERINTENDENT:means the duly appointed official of the employer who has on-the-job authority for the progress of the work

UNION:.....means the International Union of Bricklayers & Allied Craftworkers, Local 1 of NS

BRICKLAYERS LOCAL 1 APPENDIX "T" – JOB TARGETING RULES AND PROCEDURES

The application and interpretation of these Job Targeting Rules and Procedures shall be at the sole discretion of the Enabling Committee. The Bricklayer Local N° 1 is the “Union” under these rules and procedures.

1. No contractor shall be entitled to targeted rates and conditions unless the contractor makes direct application in writing under these job targeting rules and procedures a minimum of forty-eight (48) hours prior to the tender closing to the Union through the Nova Scotia Construction Labour Relations Association (CLRA) on the attached application form and such request shall be forwarded to the Union.

The Union may, however, in its sole discretion waive the above time limit of forty-eight (48) hours.

2. The Union shall advise the CLRA by email (target@nscra.ca) in writing whether it grants or does not grant the targeting application ***no later than twenty-four (24) hours before the job closing***. The CLRA shall then advise all applicant contractors when a target request has been granted setting out the terms and conditions applicable to the specific job or project.
3. Upon the request of the Union the contractors who are bidding jobs under this program shall supply the bid price of their bid on the targeted jobs to the Union after the job has been awarded.
4. The applicant contractor shall provide a record of projected employee work hours worked on all targeted jobs to the Union as a means of gathering data regarding the success or failure of this program in maintaining and increasing the unionized sector’s share of work.

BRICKLAYERS LOCAL NO. 1 JOB TARGETING APPLICATION FORM

DATE: _____

TO: Bricklayer Local 1
 NS Construction Labour Relations Association

PHONE: 902-450-5614
 PHONE: 902-468-2283

EMAIL: reception@baclocal1ns.ca
 EMAIL: target@nslra.ca

FROM: _____

PHONE: _____ EMAIL: _____

Please accept this as a request to bid the Project outlined herein, under the terms of the Enabling Committee provisions, Article 43 of the Bricklayer Local 1 Agreement currently in force.

PROJECT: _____

OWNER: _____

LOCATION: _____ VALUE: _____

TENDER CLOSING DATE: _____ BRICKLAYERS LABOUR HOURS: _____

START DATE: _____ COMPLETION DATE: _____

KNOWN BIDDERS:	
UNION	NON-UNION
_____	_____
_____	_____
_____	_____

In order to be competitive, I, as the Contractor bidding, request the following target rates and conditions:

1. Hourly Wage Rate _____ plus the following benefits

Overtime conditions _____

2. Board & Travel _____

3. Other Relief _____

I UNDERSTAND AND AGREE THAT ALL OTHER TERMS AND CONDITIONS INCLUDING A PAYMENT OF VACATION, HEALTH & WELFARE, MASONRY PROMOTION FUND, BEREAVEMENT FUND AND THE BRICKLAYERS ADMINISTRATION FUND, AS WELL AS OTHER TERMS AND CONDITIONS SHALL BE PAID AS PER THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

COMPANY_____
CONTRACTOR REPRESENTATIVE

(UNION LETTERHEAD)**EMAIL TRANSMISSION FORM – RESPONSE TO JOB TARGETING APPLICATION
ARTICLE 43 – ENABLING COMMITTEE BRICKLAYERS LOCAL NO. 1**

Date Application Received: _____ Date of Reply: _____

TO: Nova Scotia Construction Labour Relations Association

Email: target@nslra.ca

FROM: Bricklayers Local Union 1

PROJECT TYPE & LOCATION: _____
_____**TARGETING & ENABLING RATES AND CONDITIONS**

Hourly Rate	V & H <u>10%</u>	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package

HOURS OF WORK & OTHER PROVISIONS

Unless specifically indicated below, all other terms and conditions will be as per the current Bricklayers Collective Agreement No. 1. The above noted target rates are granted under Article 43 – Enabling Committee for the following applicant contractors:

Jeffery Preeper, Business Manager
Bricklayers Local No. 1, Halifax

Date: _____ Job Target Not Granted: _____

LETTER OF UNDERSTANDING

- between -

Nova Scotia Construction Labour Relations Association Limited

- and -

International Union of Bricklayers & Allied Craftworkers Local 1, Nova Scotia

The Parties to this letter agree that if the current Bricklayer Trade Regulations under the Nova Scotia Apprenticeship and Trades Qualifications Act are amended or deleted and replaced by new Regulations which differ from the current Apprenticeship ratio and obligations under Article 30 of the Collective Agreement between the Parties, the Parties will meet to amend Article 30 of the Collective Agreement to bring the language in line with the new or amended Regulations. Any changes made to the Collective Agreement as per this Letter of Understanding shall not be effective until the relevant Regulations go into effect.

Dated this 9th day of September, 2026.

SIGNATORIES FOR AND ON BEHALF OF:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL UNION OF
BRICKLAYERS AND ALLIED
CRAFTWORKERS, LOCAL UNION 1**

ROBERT SHEPHERD

JEFFREY PREEPER

CALUM MACLEOD

ANGELA GALLANT
WITNESS

COST OF LIVING MEMORANDUM OF AGREEMENT

Between:

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION

-and-

**INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS,
LOCAL 1, NOVA SCOTIA**

WHEREAS the Parties to this Memorandum of Agreement have negotiated a collective agreement which will expire on April 30, 2030;

AND WHEREAS this collective agreement includes a negotiated wage increase to be effective May 1, 2029;

AND WHEREAS the Parties have agreed that if the annual cost of living increase on a twelve-month average is greater than the negotiated May 1, 2029 percentage wage increase, the wage increase will be adjusted to match the average percentage cost of living increase;

AND WHEREAS the Parties have further agreed that the method and time of calculating the cost of living increase will be determined and agreed upon ahead of time via a Memorandum of Agreement;

THEREFORE, the Parties to this Memorandum of Agreement agree as follows:

1. The annual cost of living increase in 2029 will be calculated by determining the percentage increase between the 2028 annual average Consumer Price Index for Nova Scotia and the 2027 annual average Consumer Price Index for Nova Scotia. This method of calculation is the method applied by Arbitrator Susan Ashley in a 2004 arbitration between the parties.
2. The average annual Consumer Price Index figures for 2028 and 2027 will be the provincial figures for Nova Scotia published by Statistics Canada in their Table 18-10-0005-01: “Consumer Price Index, annual average, not seasonally adjusted”.
3. The annual cost of living increase in 2029 will be calculated when the average annual Consumer Price Index figures for 2028 are published by Statistics Canada in January 2029.

4. If the percentage increase between the 2028 annual average Consumer Price Index for Nova Scotia and the 2027 annual average Consumer Price Index for Nova Scotia is greater than the 4.45% wage increase negotiated between the parties for the May 1, 2029 wage rate, the May 1, 2029 wage increase will be adjusted to match the actual cost of living increase as calculated above.
5. For greater clarity, see the attached Statistics Canada Table 18-10-0005-01: “**Consumer Price Index, annual average, not seasonally adjusted**”, showing a 2025 annual average Consumer Price Index for Nova Scotia of 167.6 and a 2024 annual average Consumer Price Index for Nova Scotia of 164.2. Using the method of calculation applied by Susan Ashley in the 2004 arbitration between the parties, the annual cost of living increase would be calculated using the following equation: $(167.6 - 164.2) \text{ divided by } 164.2 \times 100 = 2.07$. The cost of living increase calculated for these two example years would be 2.07%.
6. This method of calculation will be applied to the 2028 annual average Consumer Price Index for Nova Scotia and 2027 annual average Consumer Price Index for Nova Scotia to determine the annual cost of living increase on a twelve-month average in January 2029.

Dated this 9th day of September, 2026.

SIGNATORIES FOR AND ON BEHALF OF

**Nova Scotia Construction Labour
Relations Association**

**International Union of Bricklayers &
Allied Craftworkers, Local 1, Nova Scotia**

ROBERT SHEPHERD

JEFFREY PREEPER

6/3/26, 1:25 PM

Consumer Price Index, annual average, not seasonally adjusted



Statistics
Canada

Statistique
Canada

[Home](#) > [Data](#)

Consumer Price Index, annual average, not seasonally adjusted^{1, 2, 3}

Frequency: Annual

[Help](#)

Table: 18-10-0005-01 (formerly CANSIM 326-0021)

[Save my customizations](#)

Release date: 2026-01-19

Geography: Canada, Province or territory, Census subdivision, Census metropolitan area, Census metropolitan area part

▼ Customize table

Geography:**Reference period**

Nova Scotia

From: 2024

To: 2025

 Didn't find what you're looking for? [View related tables, including other calculations and frequencies](#)

Showing 15 records

Products and product groups ⁴	Nova Scotia (map)	
	2024	2025
	2002=100	
All-items	164.2	167.6
Food ⁵	195.4	200.7
Shelter ⁶	188.6	197.0
Household operations, furnishings and equipment	128.0	130.3
Clothing and footwear	96.1	96.6
Transportation	169.7	167.6
Gasoline	221.0	197.1
Health and personal care	146.1	150.2
Recreation, education and reading	134.1	136.7
Alcoholic beverages, tobacco products and recreational cannabis	238.1	239.7
All-items excluding food and energy ⁷	148.9	153.2
All-items excluding energy ⁷	157.1	161.5
Energy ⁷	228.3	216.3
Goods ⁸	159.1	159.5
Services ²	169.6	176.3

How to cite: Statistics Canada. Table 18-10-0005-01 Consumer Price Index, annual average, not seasonally adjusted
DOI: <https://doi.org/10.25318/1810000501-eng>

Related information

- Replaces
- Source (Surveys and statistical programs)
- Related products

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1810000501&pickMembers%5B0%5D=1.7&cubeTimeFrame.startYear=2024&cubeTimeFrame.e...> 1/2